



Annual Report 2017



As Chairman of the Board of the Northern Kentucky Area Development District, it is my privilege and duty to present this annual report to the Governor, the Department for Local Government, our city and county governments, state and federal agencies, partner organizations and the citizens of Northern Kentucky.

The NKADD Board of Directors is made up of County Judges/Executive, City Mayors and Citizen Members, all working in concert to efficiently provide services and identify development opportunities. As I begin my term as Board Chair, I look forward to working with the other officers and Board Members as we strive to improve the quality of life and economic environment of our region and the Commonwealth.



With an ever-changing marketplace and growing budgetary challenges, partnership, collaboration and innovation are essential to continuing to help our region thrive. Since 1971, the NKADD has been a platform for local government to collaborate in the provision of services and the promotion of regionalism. Today, the NKADD stands uniquely situated as a resource to drive insights and solutions for our constituents as we respond to these challenges and opportunities that are before us.

I look forward to serving as Board Chair and welcome opportunities for partnership, collaboration and innovation, all with the goal creating a regional economic engine for the Commonwealth.

Lewis Diaz
Board Chairman

Boone County

Judge Gary Moore*
 Laura Pleiman, Alternate
 Mayor Mark Carnahan, City of Walton
 Mayor Diane Ewing Whalen, City of Florence*
 Lewis Diaz, Chairman*
 Louis Kelly
 Pat Raverty
 Lisa Wilson-Plajer

Campbell County

Judge Steven Pendery*
 Matt Elberfeld, F&A Member at Large*
 Mayor Jim Hamberg, City of Southgate
 Brandi Barton, Alternate
 Mayor Jerry Peluso, City of Newport
 Amy Able, Alternate
 Joseph Cottingham
 Tom Lampe
 John Muller

Carroll County

Judge Bobby Lee Westrick*
 Gary Mathis, Alternate
 Mayor Robb Adams, City of Carrollton*
 Harold “Shorty” Tomlinson

Gallatin County

Judge Ken McFarland*
 Mayor Nelson Brown, City of Warsaw
 George Zubaty, Past Chair*

Grant County

Judge Steven Wood*
 Mayor Rick Skinner, City of Williamstown,
 Vice-Chair*
 David Rose

Kenton County

Judge Kris Knochelmann, Second Vice-Chair*
 Joe Shriver, Alternate
 Mayor Joe Meyer, City of Covington*
 Jordan Huizenga, Alternate
 Mayor Paul Meier, City of Crestview Hills
 Frank Sommerkamp, Alternate
 Mayor Chris Reinersman, City of Independence
 Chris Moriconi, Alternate
 Mayor Tyson Hermes, City of Erlanger
 Matthew Kremer Alternate
 Billie Bradford*
 Pat Dressman
 Amy Heeger
 Melissa Koester
 Willie Schadler

Owen County

Judge Casey Ellis, Treasurer*
 Mayor David “Milkweed” Wotier, City of Owenton*
 Todd Spurgeon

Pendleton County

Judge David Fields*
 Mayor Ron Stinson, City of Falmouth
 Susan Maier*

*** Executive Committee member****Finance and Administration Committee**

Harold “Shorty” Tomlinson
 Lewis Diaz
 Rick Skinner
 Kris Knochelmann
 Casey Ellis

Clinging Fiercely to her Independence



Sandra Miller is 65 years old and is clinging fiercely to her independence. As Sandra's Case Manager, I have had the pleasure of working with Sandra and have witnessed how her services have improved her ability to remain living independently. Please read Sandra's own words on how the services she receives are changing her life.

"Born with Cerebral Palsy, I worked for about three years after graduating from college, but had to go on disability after developing severe back pain. I had always taken care of my own needs until I reached my mid 50s, but then my aging body just wouldn't be pushed any further. My back and legs became weak, and I lost my sense of balance. After many falls, I was forced into a wheelchair. Eventually, getting my own shower and reaching cabinets and the stovetop to fix meals became dangerous. I was constantly afraid of falling when I had to stand to reach something. I was afraid I would have to go to a nursing home."

"Someone recommended NKADD. I spent 5 and a half months on a waiting list until I was able to get personal care and housekeeping through their Senior Long-Term

Care Program. Until then, two ladies from my church helped when they could on a temporary basis, but my showers were not always regular. My home care started about three weeks before I was assigned a case manager. After a couple of rough starts, my newly assigned case manager helped me work through, I finally got connected with a good agency and an aide who is genuinely concerned with my needs."

"My next hurdle was being able to prepare my meals between housekeeping days. I am allergic to soy and GMO soy is in everything these days. Due to health issues, I also eat organic. My aide helps me prepare healthful, nutritious food when she is here, but daily meal preparation was still an issue. I got a new wheelchair, but Medicare and my Medicare supplement would not cover the costs for everything I needed to remain independent and active in my church. My case manager was able to get a \$2,500 grant from the Butler Foundation, which covered about 78 percent of the cost. The rest I raised through Free Funder."

Without NKADD and the Butler Foundation, I might not be in my home now. I want to say, "Thank you so much."

Sandra's case manager adds: "It has been a pleasure working with Sandra." While visiting with Sandra and discussing this article, I am very aware that without the current services of homemaking, personal care, and the assistance from the Butler foundation, Sandra would not be able to maintain her independence that she has today."



Aging & Disability Resource Center (ADRC)

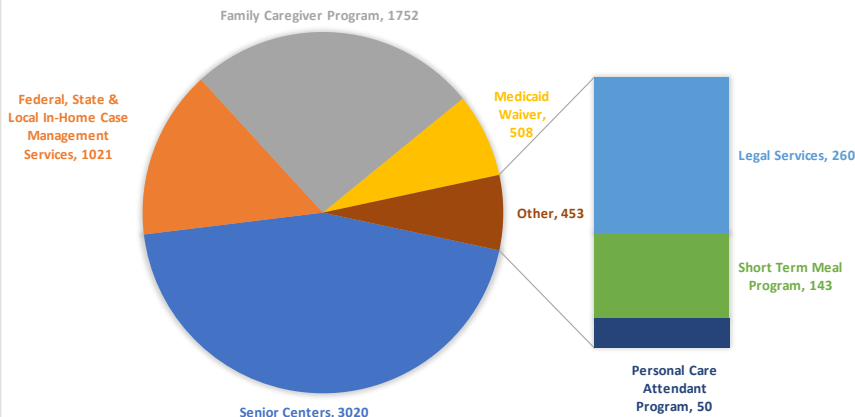
Trained ADRC staff provide service to anyone seeking information about services and supports for the aging and disabled populations, including comprehensive screening and assistance for all Medicaid Waiver Programs. Resource counselors help individuals identify needs and provide information on available communitywide support options for adults over 60 and individuals with disabilities (of any age) and/or their caregivers. ADRC staff specifically provide screening for programs administered through the Area Agency on Aging and Independent Living, that require case management services. In FY17, The ADRC handled over 6700 calls.

Family Caregiver Support Program

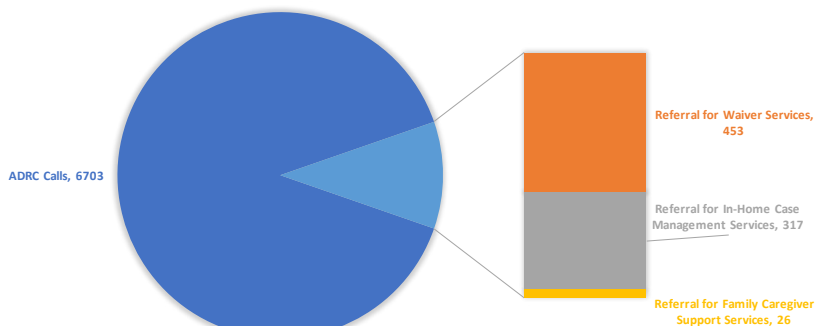
This program continues to provide supportive services for family caregivers in the region.

Services include information and referral assistance, respite, outreach, and educational opportunities for individuals serving as primary family caregivers. Each year we hold an annual caregiver training and appreciation event in November, which is National Family Caregiver Month. This event allows caregivers the opportunity to rest, recharge and receive excellent information relevant to their caregiving responsibilities. We continue to look at new and innovative ways to work with our family caregivers with exciting plans for FY18.

NUMBER OF PEOPLE SERVED IN FY17



ADRC CALLS AND REFERRALS MADE IN FY17





Active seniors of all ages participated in the 2017 Senior Games.

Long-Term Care Ombudsman Program

The Long-Term Care Ombudsman Program offers support to residents of nursing homes, personal care homes, and family care homes, as well as their family and friends. Ombudsmen work to resolve issues and concerns of residents by working with residents and their family members. The Area Agency on Aging and Independent Living has a District Long Term Care Ombudsman, as well as one full time and one part-time Long-Term Care Ombudsman. Our Ombudsman, along with a host of certified volunteers enable us to run the program efficiently and serve the over 2,700 individuals in our district that are in the facilities mentioned above.

Medicaid Waiver Case Management & Participant Directed Services

NKADD's Medicaid Waiver department offers Case Management and the facilitation of Participant Directed Services (PDS). Case Managers assist individuals in developing a person-centered care plan to meet their needs so that they can remain in their living in their home. Services are geared towards in home support and community integration.

The PDS option allows individuals to directly hire their service providers and direct the course of their care; these employees report directly to the individual or the individual's designee. This option opens opportunity for individuals to create a unique service delivery experience. Individuals can also elect to receive support from other provider agencies to blend services to meet their needs.

In FY 17, NKADD began to offer Waiver Case Management services to individuals accessing the Home and Community Based Waiver who are not utilizing PDS; these individuals are utilizing provider agencies for 100% of their care. Individuals still drive the care plan in this setting, but do not have the extra responsibility of managing employees. This expansion of service has allowed NKADD to broaden reach in the community.

Comprehensive Case Management for Seniors

Comprehensive Case Management services are provided for at-risk older adults 60 years of age and older and are designed to enable them to remain independent in their own home. Case Managers provide initial and ongoing assessment/reassessment, monthly case management services which includes coordinating personal care, homemaking, home delivered meals, respite care, transportation, chore and home repair services as well as provide community referrals as needs are identified. Each case manager is certified as a State Health Insurance Program (SHIP) counselor which enhances their relationships with community partners as they work together to meet the needs of consumers they have identified that cannot be met with in-home services. These services are funded by the Administration on Aging, State General funds, the Berning Foundation, and Boone, Campbell, and Kenton County Fiscal Courts.



Hundreds of seniors came to the Senior Expo at Newport on the Levee for prizes, activities, information and more.

Senior Center Services

Funding and assistance is provided to senior centers and nutrition sites. Centers serve as a gathering place for services and activities, including education, health promotion, information, outreach, and congregate meals. Telephone Reassurance is a new service offered to senior adults who live in the community that are interested in a weekly or monthly phone call. The contact helps bridge the gap for seniors who may be on a waiting list and/or feeling isolated. Evidenced based health promotion programs can also be found on a regular basis promoting healthy aging.

In FY17, we continued to see growth in our centers who continue to be under the operation of newer entities. Carroll, Owen, Pendleton, and Gallatin County Centers continue to be operated by their respective county fiscal courts. Florence Senior Center and Walton Senior Center continue to be operated by R.C. Durr YMCA. Elsmere Senior Center, Ludlow Senior Center, and Williamstown Senior Center continue to be operated by Northern KY Community Action Commission.

Northern Kentucky Senior Expo

The 23rd Northern Kentucky Senior Expo was held at Newport on the Levee this August. Service information, health screenings, door prizes, giveaways, and live entertainment were featured at this communitywide event. New activities this year included Chair Volleyball and Chair Yoga sponsored by the R. C. Durr YMCA and a photo booth provided by Waltz Photography. Over 70 exhibitors attended the event this year to distribute information regarding resources and services available in the Northern Kentucky region.

New Sidewalk Benefits Nursing Home Residents



Long-Term Ombudsmen Bethany Breckel and Heather Hopton with Bill D'Andrea and Bob gather near the new sidewalk.

In November 2016, a Florence nursing home resident named Bob was out shopping at the nearby Meijer's. He was returning from the store in his wheelchair around 5:30 p.m., when visibility can be difficult, and he was hit by a car as he attempted to cross the busy road.

The driver did not see him. Although Bob sustained a broken leg and a fractured shoulder, he had a great attitude and was determined to do something to prevent this from happening to someone else. Bob shared his worries with Bethany Breckel, our district Long Term Care Ombudsman, because he was concerned the nursing home may restrict him or anyone else from going to the store or getting out into the community.

Breckel went before the Ombudsman Advisory Council for suggestions. She thought that perhaps a flashing light at the crossing area may be helpful.

The issue was brought up at the Advisory Council Meeting and they all agreed that the safety issue of the residents getting across the street needed to be addressed. They were lucky the meeting was attended by a volunteer ombudsman,

Bill D 'Andrea, who is very connected with local political leaders, agreed to talk with some of his connections about the issue. In April, Breckel and D 'Andrea attended a Boone County Business Meeting where Florence Mayor Diane Whalen gave city updates. Breckel discussed Bob's accident, and someone asked

Other Services and Programs Supported by the Division:

Personal Care Attendant Program: NKADD contracts with the Center for Independent Living Options to administer the Personal Care Attendant Program. This program provides services to adults who have permanent, temporary or recurring functional loss of two or more limbs. Services allow the individual the ability to manage his/her care while maintaining independence.

Short Term Meal Program: Through a partnership with St. Elizabeth Healthcare and Wesley Community Services the program provides a onetime 14-day supply of meals for seniors who are at high risk for hospital readmission.

Legal Assistance: Legal Aid of the Bluegrass provides legal services at free or reduced cost to seniors.

if a flashing sign could be put up across from the nursing home so drivers would be cautious of pedestrians. The Mayor thought that could be possible and she would pass this along to her transportation engineer.

Later in May, D 'Andrea called Breckel after he had gotten further support of three council members to discuss the issue at the next Florence City Council Meeting. On June 20, Breckel joined Bob to discuss the problem with the Florence City Administrator, the Nursing Home Administrator, and one of the councilmen. The city leaders took notes and said they would work on getting something changed. In August, City Council alerted Breckel that they were going to do more than just put up a sign or a flashing light, they were going to put a sidewalk in on that side of the road!

The sidewalk is now complete and the residents of this Florence Nursing Facility are so grateful that the Ombudsman program helped them to work to improve their quality of life! Many thanks to the City of Florence for recognizing the importance of this need and getting the job done!



The new sidewalk along Woodspoint Drive in Florence.

State Health Insurance Program (SHIP): This program provides benefits counseling for Medicare, Medicaid and private insurances at no cost.

Functional Assessment Service Team (FAST): This is a rapid response team trained to quickly evaluate high-risk seniors and individuals with disabilities during an emergency.

Elder Abuse: The Elder Maltreatment Alliance (EMA) is our local elder abuse coordinating council. They are a collaborative group of community partners that meet monthly to fight elder abuse through education, intervention, and advocacy.

Mitigation Plan Helps Region Better Prepare for Natural Disasters

The Northern Kentucky Area Development District's eight-county region is better prepared for disasters with the August approval of its local hazard mitigation plan, which is a long-term strategy to reduce the community's vulnerability to natural disasters.

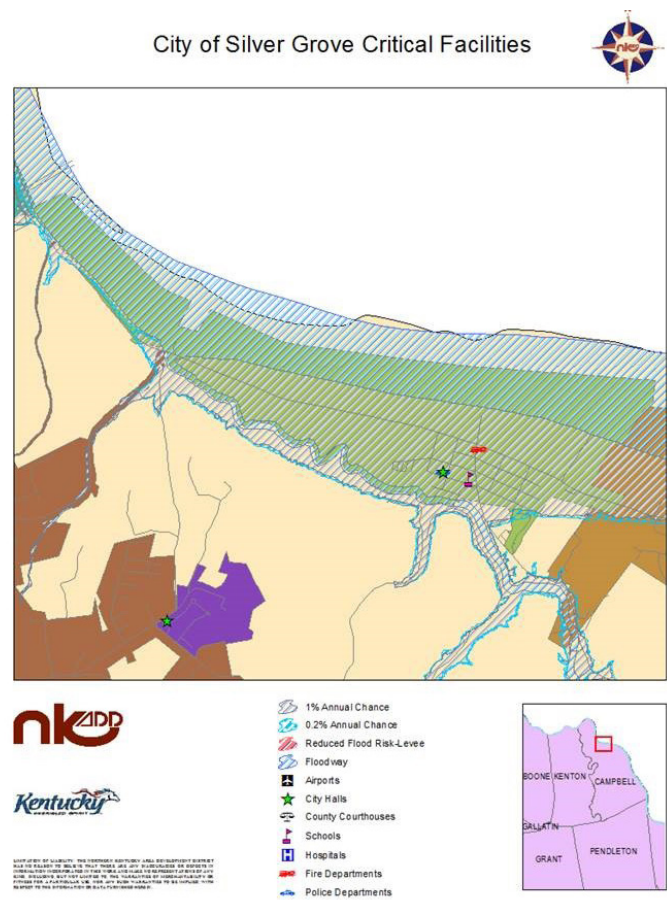
The plan identifies hazards and potential hazards in the Boone, Campbell, Carroll, Gallatin, Grant, Kenton, Owen and Pendleton counties. It also creates

a framework to help community officials make decisions that may ultimately protect lives and property. This recently approved plan expires in August 2022.

The approval letter from the Federal Emergency Management Agency (FEMA), which reviews and approves all state, local and tribal hazard mitigation plans, commends NKADD "for development of a solid workable plan that will guide hazard mitigation activities over the coming years."

The plan outlines a strategy for implementing mitigation projects in the NKADD region, such as the Pendleton County Generator Project, a \$50,825 project completed in 2014. By identifying needs, such as a new generator for the North Pendleton Fire District, the Hazard Mitigation Plan

In March 2012, an EF-4 Tornado with winds up to 200 miles per hour, tore through Campbell, Grant, Kenton and Pendleton Counties.



10 Public Administration & Community Development

helps communities take proactive steps to lessen the impact of future disasters and the costly expenses associated with them.

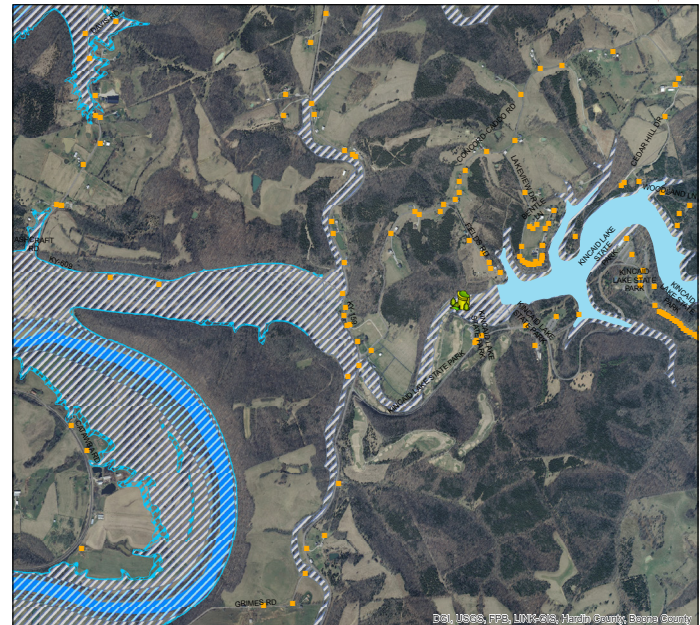
History shows the physical, financial and emotional losses caused by disasters can be reduced significantly through hazard mitigation planning. The planning process encourages communities to integrate mitigation with day-to-day decision making regarding land-use planning, floodplain management, site design and other activities.

The geologic, topographic and overburden conditions in Northern Kentucky make the region susceptible to landslides.

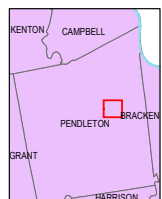


FEMA's approval of all state, tribal and local hazard mitigation plans is required as a condition for states and communities to receive certain types of disaster assistance, including funding for mitigation projects. State mitigation plans must be approved every five years, as are local and tribal mitigation plans.

Kincaid Lake Dam



- Pend Address Points
- HighRiskDams
- 1% Annual Chance
- 0.2% Annual Chance
- Reduced Flood Risk-Levee
- Floodway



1 inch = 0.3 miles

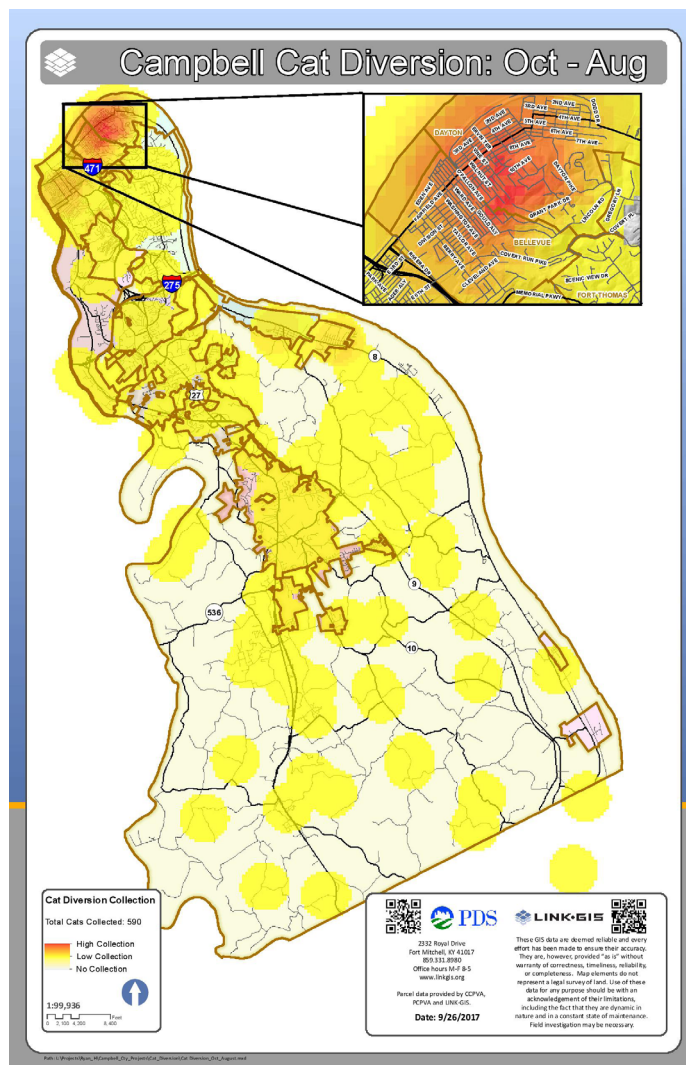
LIMITATION OF LIABILITY: THE NORTHERN KENTUCKY AREA DEVELOPMENT DISTRICT AND ITS BOARD OF MEMBERS, ITS STAFF AND ALL CONSULTANTS OR SUBCONSULTANTS INFORMATION IS PROVIDED AS IS, WITHOUT WARRANTY, AND SHALL BE CONSIDERED UNRELIABLE AND NOT BE USED FOR ANY PURPOSES, INCLUDING BUT NOT LIMITED TO, THE DETERMINATION OF INSURANCE COVERAGE, THE DESIGN OF A PROJECT OR ANY OTHER DECISION. INFORMATION IS TO BE PROVIDED, WITH RESPECT TO THE INFORMATION AND DATA SUBMITTED.

NKY Regional Community Cat Program Wins NADO Innovation Award

In October 2016, NKADD was awarded \$500,000 from the Joanie Bernard Foundation to implement a year-long, free or low-cost spay/neuter program for cats in the eight-county region. The program, based on evidence based best practices, and includes rabies and distemper vaccinations, aims to divert cats from public animal shelters and increase live release outcomes for cats taken into shelters.

The program has succeeded in improving live release rates and reduced kitten intake at the county animal shelters that accept cats. During the first year, over 7,000 cats in the NKADD region were spayed or neutered using these grant funds. The program's success led to the award of a second year of funding to continue these efforts.

In September, this project was recognized by the National Association of Development Organizations (NADO) as one of 80 projects in 21 states that improves community and economic well-being in their local communities. This project, by reducing the free-roaming cat population, will provide a cost savings to county governments by reducing shelter intakes over time.



Breaking Ground on Butler Sewer and Water Project



The long-awaited Butler Water and Sewer Rehabilitation Project's groundbreaking took place on Wednesday June 14. The project is a combined water and sewer system rehabilitation project with funding from both Community Development Block Grants and Kentucky Infrastructure Authority funds.

DLG Commissioner Sandra Dunahoo attended along with KIA Director Donna McNeil and several state and local reps.

Regional Initiatives

NKY Regional Hazard Mitigation Plan
NKY Public Entities Joint Health Insurance Pool
NKY Regional Ethics Authority
NKY Heroin Hotline
NKY Revolving Loan Fund
Animal Shelter/Cat Spay/Neuter Grant Program
Heroin Response Task Force
Brownfield Revolving Loan Fund
NKY Public Transit Program
NKY Senior Expo
NKY Senior Games

Grants

Kenton County/Transitions Recovery Center CDBG
Boone County Gunpowder Creek Watershed
Initiative
Boone County Woolper Creek Watershed Base Plan
Butler Water and Sewer Rehab CDBG/KIA

Technical Assistance

Tax Rate Calculations for Cities/Special Districts
Budget Assistance
Carrollton Comprehensive Plan Update
Bellevue Comprehensive Plan Update
NKCCMA Compensation and Benefits Survey
City of Butler Personnel Policy Updates
City of Union Personnel Policy Updates
Carrollton Utilities Wage Rate Monitoring
Crescent Springs Police Services RFP
Villa Hills Corridor Study

Business Services

Small Business Loans

- Beef O’Brady’s, Newport
- Circus Mojo, Ludlow
- Susan’s Home and Community Care

Career Center Management

- Carrollton
- Covington
- Florence
- Grant County/Dry Ridge

3,956 Workforce Business Contacts
342 On-Site Hiring Events
7 Job Fairs
24 Brownfield Phase 1 Assessments
13 Brownfield Phase II Assessments
6 Brownfield ABCAs

Staffing of Regional Associations

Municipal Government League of NKY
NKY City/County Management Association
Heroin Impact Response Team
NKY Municipal Clerks’ Association
American Public Works Association, NKY Branch
NKY Governmental Finance Officers Association
NKY Regional Ethics Authority
Rural Transportation Planning Council
Water/Wastewater Management Planning Council

This is a snapshot of projects in the region. A more comprehensive list is available for each community.

Northern Kentucky Workforce Investment Board (NKWIB) selects new One-Stop Operator and Direct Service Provider

The Northern Kentucky Workforce Investment Board (NKWIB) selected Brighton Center, Inc. (Newport, Kentucky) to serve as the One-Stop Operator and Direct Service Provider for the Kentucky Career Center, the regional affiliate of the American Job Center system, covering the eight counties of Northern KY. Request for Proposals for this opportunity went out to hundreds of organizations throughout the nation. Three proposals were received by the NKWIB, two from organizations outside of the Northern Kentucky/ Greater Cincinnati region, and the third from Brighton Center. Brighton Center's proposal addressed all key points of the RFP and achieved the highest score and a unanimous recommendation.

Brighton Center will provide the tactical and day-to-day coordination of the local Kentucky Career Center/ American Job Center network, including the locations in Covington, Florence and Carrollton. Campbell, Gallatin, Grant, Owen and Pendleton counties will continue to receive workforce services through local Kentucky Career Center's community sites within those counties. In collaboration with other Kentucky Career Center partnering organizations, Brighton Center will coordinate the job search assistance and talent development for Adults, Dislocated Workers, and Youth as well as recruitment, applicant pre-screening, training, and hiring support services for local employers.

Labor Participation Rate



Employer
Job
Postings **3,015**

kentucky career
center HIRING EVENTS
349

Customer Satisfaction Rate

Job Seeker
98.85%

Employer
94%

Workforce Innovation Award Winners



Johnson Controls' and Tom Barnes' support of the Kentucky Career Center was honored with the 2017 Outstanding Workforce Collaboration Award. Barnes received the award from NKWIB Chair Andrew Aiello and NKWIB Workforce Director Barbara Stewart.




NKWIB Chair Andrew Aiello and NKWIB Workforce Director Barbara Stewart present Marie Mahan the 2017 Outstanding Workforce Employee of the Year Award. Mahan has worked in the Kentucky Career Center system for over 25 years.

Communitywide Job Fair



The Kentucky Career Center and local workforce development partners collaborated with the premiere event sponsor Northern Kentucky Tri-ED to host the 11th Annual Veterans Job Fair at Newport on the Levee. More than 100 employers and community partners with over 3,000 listed job openings participated in the afternoon job fair. Veterans and their families took advantage of a preview hour to explore the many employers and services represented at the Job Fair. Once the Job Fair was opened to the public, more than 250 job-seekers checked in to speak with employers, receive resume assistance, and participate in mock interviews.



Career
Training



168



1,442

Career Readiness
Workshops and
Job Training
Participants

JOB
PLACEMENT
4,652

Northern Kentucky Workforce Innovation Awards recognize local youth, dislocated workers, businesses and workforce professionals

The Northern Kentucky Workforce Investment Board (NKWIB) in partnership with title sponsor Duke Energy, hosted the 6th Annual Workforce Innovation Awards ceremony at the Radisson Hotel in Covington.

Speaking to the collection of local elected officials, business leaders and workforce development professionals, Duke Energy Kentucky Government & Community Relations Director, NKWIB Board Member and incoming Northern Kentucky Chamber of Commerce Chairperson Rhonda Whitaker highlighted the challenges facing our local workforce and the expansion of the talent pipeline to bring economic diversity to our region. She also addressed the need for engagement with other partners to create innovative solutions to our future workforce needs. TANK General Manager and NKWIB Chair Andrew Aiello emphasized in his comments the importance of the unique partnership between public and private sectors and the services delivered through the regional Kentucky Career Centers. He linked the board's mission of supporting economic development, connecting education and training to employment, and meeting current and future employment needs to the services provided at the local career centers.

The Workforce Innovation Awards recognized and honored those who have made an impact on Northern Kentucky's workforce talent and development efforts, and individuals who have successfully moved forward on their career pathway and in their employment goals. Nominations were solicited from the Kentucky Career Center, NKWIB, local businesses, and community partners. The winners were:

- Stephen Crouse as the 2017 Outstanding Dislocated Worker Alumnus.
- Jeremiah Rice as the 2017 Outstanding Youth/ Young Adult Alumnus.
- Regina Owens as the 2017 Outstanding Kentucky Career Center Alumnus.
- Johnson Controls and Tom Barnes as the 2017 Outstanding Workforce Collaboration.
- Marie Mahan as the 2017 Outstanding Workforce Employee of the Year.

Congratulations to all the NKWIB's Workforce Innovation Award nominees and recipients.

Northern Kentucky Workforce Investment Board to administer Medicaid Community Engagement and Employment Initiatives Pilot Program

The Northern Kentucky Workforce Investment Board was selected by the Kentucky Education and Workforce Development Cabinet's Department of Workforce Investment to administer a 120-day pilot program to explore the ways in which Kentucky's Career Centers can serve the Kentucky Medicaid program, Kentucky HEALTH, participants with case management, placement and record keeping.

Using the Kentucky Career Center-Covington as the pilot program hub, participants receive services and engage in activities highlighted in the Kentucky HEALTH Medicaid waiver application. Staff monitor the participants to ensure their activities align with the initiatives to include:

- *Community Engagement* which may include unpaid volunteer work for community service organizations, non-profit organizations, local government entities or projects, or other allowable community service activities.
- *Education or Training* which may include Adult Education and Literacy, specific short-term job skills training, soft skills (pre-employment) training, life skills training (e.g., financial literacy, long-range planning, etc.), or other training.
- *Employment* which would include paid, unsubsidized jobs for those participants who are ready (or become ready) for work during the pilot.

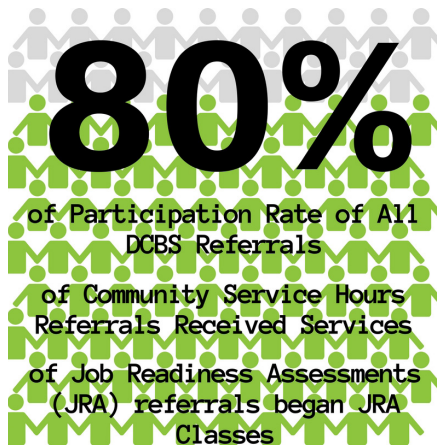
During the pilot program service period (first 90 days), Covington Career Center staff provides participants services including:

- *Orientation* to include understanding the pilot program elements and the services of the Kentucky Career Center.
- *Assessing* the individual's initial skills and needs to enter and succeed in post-secondary education, training certification, and career path employment.
- *Connecting* local employer needs and potential available jobs with pilot program participants.
- *Tracking, monitoring, and recording* individual participant's activities and progress during the pilot service period to include confirmation of community engagement and employment participation hours and My Rewards Account earned incentive activities toward the middle of 2018.

The pilot program provides innovative opportunities to explore how local workforce areas can serve work-eligible Medicaid recipients while leveraging and blending existing Career Center and workforce development services to strengthen the community engagement and employment activities envisioned by Kentucky's Medicaid waiver application.



4,045



**10% Wage Subsidy
Program**

**90%
Unsubsidized
Employment**

Clients Who Gained Employment

Creating Self-Sufficiency

Employment Connections (EC) provides a seamless transition of services that builds on opportunities designed to assist Kentucky Transitional Assistance Program (K-TAP) /TANF recipients who are referred by the Department for Community Based Services (DCBS) to attain their highest potential, gain meaningful employment, maintain employment, and achieve economic self-sufficiency.

Employment Connections serves Boone, Bourbon, Campbell, Carroll, Gallatin, Grant, Harrison, Kenton, Nicholas, Owen, Pendleton and



Employment Connections is paid for with funds from the Cabinet for Health and Family Services as an Equal Opportunity Employer.

Expanding The Local Talent Pipeline

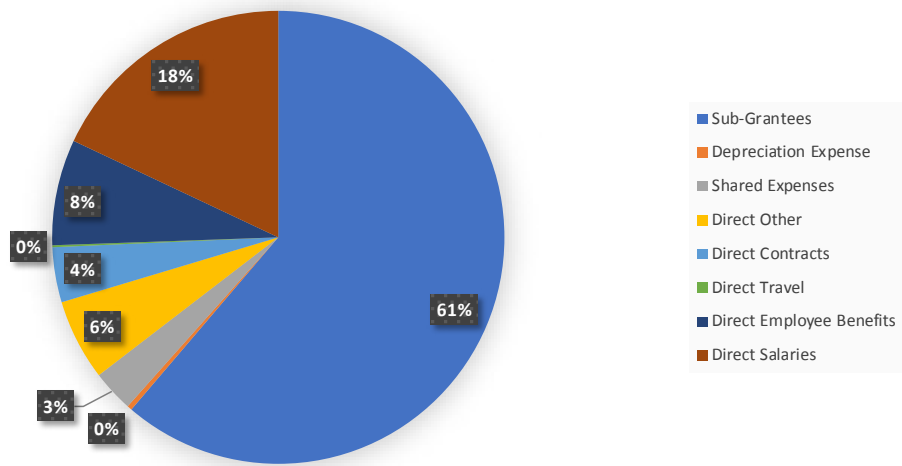
The Northern Kentucky Workforce Investment Board (NKWIB) was selected by the Kentucky Education and Workforce Development Cabinet's Department of Workforce Investment to administer a one-year innovative employment program, Spanning the Gap, targeting underserved and hesitant populations with gaining self-sustaining employment in the Northern Kentucky region.

Foreseeing the changing local labor market with recent large employment announcements, the NKWIB sees the importance of looking beyond traditional employment avenues to meet employers' workforce demand. Spanning the Gap intended populations include Supplemental Nutrition Assistance Program (SNAP) and Temporary Assistance for Needy Families (TANF) recipients, ex-offenders with an emphasis on drug related offences, long-term unemployed and senior workers. Establishing and supporting the "at-risk" populations in the local talent pipeline expands the available workforce in our current tight labor market.

Our local economy's low unemployment rate especially in sustainable wage earning sectors creates an opening for the underserved workforce to gain employment in high demand sectors. Spanning the Gap staff works with job seekers to secure sustainable employment by creating expectations for client's accountability and utilizing established Career Center services.

Project Staff encouragement "bridges the gap" between just sending in a resume and following up on the job search process to helping them secure gainful employment. Working with the underserved populations to identify their needs and strengths, staff would assess basic skills, evaluate work readiness and create individual employment plans (IEP). Spanning the Gap IEP strategies include extensive one-on-one interaction to assist clients through the difficult pathways of building their skill base layer and expanding their marketability.

Program Expenses



Statement of Activities

Year Ended June 30, 2017 (Unaudited)

Program Revenues

Federal and State Revenues	\$16,255,853
Federal Commodities	\$604,120
Local Revenue	\$1,291,304
Interest Income	\$7,972
Total Program Revenues	\$18,159,249

General Revenues

Municipal Contributions	\$175,951
Interest Income	\$1,219
Total General Revenues	\$177,170

Total Revenues \$18,366,419

Program Expenses

Direct Salaries	\$3,263,752
Direct Employee Benefits	\$1,370,283
Direct Travel	\$25,165
Direct Contracts	\$711,943
Direct Other	\$1,049,474
Shared Expenses	\$541,313
Depreciation Expense	\$62,664
Sub-Grantees	\$11,106,008

Total Program Expenses \$18,130,602

Excess Revenues Over Expenses \$205,817

Area Transportation Council

Mayor Robb Adams
 Winslow Baker
 Howard Brewer
 Brent Brown
 Carol Callan-Ramler
 Judge Casey Ellis
 Judge David Fields
 Wade Gutman
 Mayor Elonda Hinson
 Larry Karstner
 Judge Ken McFarland
 Daniel Menetrey
 Brian Miles
 Joseph Mylor
 Mayor Rick Skinner
 William Threlkeld
 Mayor Jim Wells
 Judge Bobby Lee Westrick
 Lisa Wilson-Plajer
 Judge Stephen Wood
 Mayor Milkweed Wotier

Northern Kentucky Regional Ethics Enforcement Committee

Marcus Carey, Chair
 Daniel Cripe
 Darryl Cummins
 Robert Greene
 Carolyn Lainhart
 Judge Gary Moore
 Judge Steve Pendery
 Judge Bobby Lee Westrick
 Judge Steve Wood

Revolving Loan Fund

John Ashcraft
 Henry Bertram
 Diane Gearding
 Greg Goff
 Mark Kreimborg
 Randy Slayback
 Lisa Wilson-Plajer, Chair

Council on Aging

Sherry Ayres
 Heather Bailey
 Lisa Buerkley
 Barbara Chaney
 Regina Clos
 Terry Deavy
 Marsha Dufeck
 Diana Herrmann
 Shirley Howard
 Brittaney King
 JoAnn Lonnemann
 Katie Lowe
 Susan Maier, Chair
 Jerry Moser
 Garry Neltner
 Ken Palmer
 Pam Pangburn
 Claire Parsons
 Vera Powell
 Ted Smith
 Selena Spriggs
 Anna Mary Tackett
 Wanda VanLandingham
 Robert Young

Regional Water Planning Council

Judge Casey Ellis
 Judge David Fields
 Judge Kris Knochelmann
 Judge Ken McFarland
 Judge Gary Moore
 Judge Steve Pendery
 Judge Bobby Lee Westrick
 Judge Steve Wood

Workforce Investment Board

Andrew Aiello
 John Baines
 Michelle Cestarc
 Cody Davidson
 Chad Day
 Dana Dobbs
 Timothy Donoghue
 David Fleischer
 Jannet Foxworth
 Chris Fridel
 Scott Gibbons
 Denise Govan
 Trey Grayson
 Vera Hall
 Janet Harrah
 Kristie Henry
 Ryan Henson
 Pam Jackson
 Leshia Lyman
 Scott McGarvey, Chair
 Stacey Miller
 Polly Lusk Page
 William Scheyer
 Connie Schnell
 Carissa Schutzman
 Laura Scroggins
 Robert Stafford
 Florence Tandy
 Michelle Tyson
 Joe Westendorf
 Rhonda Whitaker
 Wade Willams
 Wonda Winkler

Finance & Administration

Lisa Cooper, Executive Director
Clay Beyer, IT Director
Larry Bosley, Finance Director
Margaret Bowling, HR Manager
Linda Bragg
Joshua Estep
Moriah Etter
Diane Gibson
Audrea Montgomery
Amy Scalf
Kate Tyree

Human Services & Case Management

Anne Wildman, Associate Director
Jessica Ball
Rachel Boland
Kelly Bond
Bethany Breckel
Alicia Campbell
Irene Clark
Brittany Cook
Carolyn Dyer
Henry Evans
Megan Fritz
Brooke Gillingham
Julia Grimm
Lindsay Gutknecht
Lindsay Harris
Christian Henneman
Laura Herald
Trisha Hering
Cassie Hitch
Heather Hopton
Shannen Kelch
Jeff Kuhlman

Erin Lambert

Sarah Lowe

Liza Lucas
Lisa Luke
Laura Morrison
Dee Neary
Angela Parsons
Stacy Phillips
Shannon Points
Cassie Pugh
Holly Rudd
Emily Schultz
Wil Smith
Jessica Stevens
Anna Stidham
Michelle Thompson
Katie Vogelpohl
Paula Wigger
Heidi Williams
Lynne Zorn

Public Administration & Community Development

Meghan Sandfoss, Associate Director
Jeff Burt
Crystal Cottrill
Dominique Delucia
Martin Kabongo
Stephanie King
Amy Martin
Paul Meisenhelder
Bill Mitchell
Amanda Peters
Michael Sothard
Jeff Thelen

Workforce Development

Barbara Stewart, Associate Director
Sara Anderson
Jason Ashbrook
Lesley Demarcus
Douglas Duff
Melinda Ford
Marya Hudson
Susan Kidwell
Katie Jo Kirkpatrick
David Klokner
Liberty Kordish
Ian Moss
Melissa Patchell
Debra Scholer
Ismail Shabazz
Dena Shea
Tonia Slone
Shirley Stivers
Maureen Topper
Dede Watts



On behalf of the Board of Directors and staff of the Northern Kentucky Area Development District, I am pleased to share our 2017 Annual Report. We are blessed to have talented and engaged Board Members, staff and regional partners working with us to enhance our community. This annual report represents an overview of the programs, initiatives and achievements provided through service to Northern Kentucky and the Commonwealth.

NKADD has the privilege of serving fifty-four (54) local units of government through Community Development, Workforce Development, Human Services and Case Management programs. These cities and counties help us carry out our mission of providing collaborative leadership in advancing the quality of life for Northern Kentucky communities, businesses and residents.

I am honored to serve as Executive Director and am thankful for the opportunity to serve this vibrant and amazing region. Our Board Members, Committee Members, Elected Officials, Congressional Delegation, and Federal, State and Local Partner Agencies provide valuable time and expertise to forward NKADD's efforts. I am so appreciative to have such distinguished leaders working with us; and collectively when we do our jobs well, the Northern Kentucky region is a better place to live and work.

Sincerely,

Lisa S. Cooper
NKADD Executive Director



Northern Kentucky Area Development District

Vision Statement

The NKADD shall be known as a collaborative leader whose impact advances the quality of life for our Northern Kentucky communities and the people who live in them.

Mission Statement

The NKADD is a collaboration of local leaders and staff educating and empowering communities by implementing quality services through specific areas of expertise in:

- Aging
- Community Development
- Human Services
- Workforce Development

